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# Convention on the Elimination of All Forms of Discrimination against Women

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**Committee on the Elimination of Discrimination against Women**
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Item 4 of the provisional agenda
**Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women**

## List of issues and questions in relation to the fourth periodic report of Albania

**Addendum**

## Replies of Albania*

[Date received: 14 March 2016]

*Note*: The present document is being circulated in English, French and Spanish only.
* The present document is being issued without formal editing.

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1. **Regarding the legal status of the Convention, the Constitution of the Republic of Albania, Article 122/1** provides that **"Any ratified international agreement becomes part of the domestic law after it is published in the Official Gazette of the Republic of Albania. It is implemented directly, except when it is not self-implemented and its implementation requires issuance of a law." In this context, the CEDAW Convention is included as well.**

2. **In relation to the Visibility of the Convention and its Optional Protocol, during the years 2014-2015 there were conducted a series of trainings. For more information, you will find attached the annex with the activities developed.**

**Regarding the examples of the submission of cases in court object to the convention, according to statistical data accessible from the Ministry of Justice for the issues presented for trial at the district courts, there were some references made in line with the provisions of the Codes, namely the Civil Code, Family Code, the Penal Code, Labour code, etc.**

3. **Regarding the access to justice, the law 77/2014 "On some amendments to Law no. 10039, dated 22.12.2008, 'On legal assistance', as amended, provides that the right to obtain legal aid is given to the persons who:**

- are seeking to be represented by a lawyer in criminal proceedings in all its phases and, because of the lack of financial resources, could not choose a lawyer or remained without one;
- need legal assistance in civil and administrative matters, but they do not have sufficient means to pay for legal assistance or the issues are too complex, on the content and procedure;
- they need to protect their rights, through the filing of a complaint, but they do not have sufficient financial means to pay the tax on the acts and the necessary expenses for the notices or other court services. In this case, that person who will benefit from legal aid must prove that:

  (i) Is involved in social protection programmes or meet the conditions to be included in them; or

  (ii) Is a victim of domestic violence or victim of human trafficking, legal issues related to them.

Juveniles, for whom the defence in criminal proceedings and judgment is enforceable by law and the juveniles affected by penal offenses have the right to receive legal assistance at all stages of the proceedings provided for in the Code of Penal Procedure.

The State Commission of Legal Aid assesses the fulfilment of the criteria to benefit for legal aid, involvement in social protection programmes or fulfilment of the conditions to be included in them and any other circumstance that puts the person in terms of inability, to have private legal assistance.

The Minister of Justice, upon the proposal of the State Committee of Legal Aid, issues special instructions for the elaboration of the criteria to be fulfilled by these persons. The table for classifying profitability rates of legal aid according the number of members that the person lives within the composition of his her family

and the average monthly income of his family, is adopted by the Council of Ministers".

Article 16 of the law stipulates that the submission of the documents for benefiting legal aid, should be submitted in person or the applicant or his representative at the State Commission of Legal Aid.

The request for legal assistance in the form of exemption from payment of tax on acts and necessary expenses for notices or other court services must be submitted personally by the applicant or his representative, authorized by proxy.

With regard to the *execution of court decisions*, the State Bailiff Services while keeping a special attention to the family members who are victims of violence, in order to guarantee protection through legal measures, in the Statement of their Policy Programme the following objective is provided: "100 per cent execution of judicial decisions on" *Protection Order* " and "*Emergency Protection Order*". The evaluation of this indicator is completed through monthly reports from local executive offices.

For the period 01.01.2015-31.12.2015, the total judicial decisions on "Protection Order" and "emergency protection order", the subject of which were women, 106 (one hundred and six) issues were registered for execution, and which are executed entirely within the procedural deadlines.

In addition, 6500 executive titles are registered on "Alimony for children" and out of these, 90 per cent of the cases object of the matter are women, because it is the mother who has the custody for caring for the child. In total, there are 5820 executive titles, which are in ongoing execution. Regarding the judicial decisions on "custody of the child" (i.e. when the child should be allowed to be taken from the mother with e custody), 10 cases are registered, out of which eight (8) cases are executed entirely within the procedural deadlines and 2 (two) cases were dismissed by the court.

4. **The authority responsible for gender equality and combating gender-based violence and domestic violence is the Minister of Social Welfare and Youth (MMSR). The Department of Social Inclusion and Gender Equality (DPSBGJ) is the structure responsible through which MMSR exercises its authority for the implementation of gender equality and reducing gender-based violence and domestic violence.**

The Department of Social Inclusion and Gender Equality as part of the General Directorate of Social Policy at the end of March 2015, was restructured into two divisions, namely: Department of Gender Equality Sector and Social Inclusion Sector. The budget available for this unit though is small, is further supported by international contributions, mainly UN-Women and UNDP.

MMSR has created a network of gender equality officers included in 18 ministries, which DPSBGJ maintains regular contacts for exchanging information, conducting reports, or activities for building and strengthening the capacities, monitoring, etc.

In the spirit of the reorganization of Local Self-government, is currently under process the reactivation of the network of local gender equality officers. So far, 36 gender equality officers in municipalities are confirmed, who are also local coordinators against domestic violence. We are awaiting confirmation from the 61 municipalities for the designation of the local gender equality officers.

The mechanism for coordinating the implementation and monitoring of gender equality in national and local level is realized through:

- Meetings with the network of gender officials at central and local level.
- Official Communications via emails or in official correspondence.
- Information brought by gender officers at central and local level on a regular basis within the monitoring strategy.
- Reports prepared in line with the strategy or other reports.

Furthermore, the process of assessing the National Strategy for Gender Equality, Reduction of Gender Based Violence and Domestic Violence, 2011-2015, is completed. The evaluation of the implementation of this strategy and its Action Plan, was made through a methodology which combined research of information from existing materials (desk research), along with the various interviews with representatives of institutions responsible for its implementation. The main findings for each priority area based on the assessment of the implementation of the Strategy and its Action Plan, will guide the drafting as well as the implementation of the new strategy for the period 2016 to 2020. Some of the findings are:

(a) Significant improvement of the legal framework for promoting the advancement of gender equality;

(b) Empowering women through their participation in political and executive decision-making power;

(c) The economic empowerment of women and men has increased the number of women, in general and within vulnerable groups, supported by programmes of employment and vocational training;

(d) The number of complaint in the police is significantly increased but also the processing of cases under the legislation in force, while the work towards improving the protection and reintegration of victims/survivors is ongoing.

The evaluation has identified that the identification of the difficulties and challenges on both issues covered by this strategy (gender equality and reduction of gender-based violence and domestic violence), must necessarily be supported by further action and sufficient resources.

5. **In relation to the temporary special measures, apart from the measures listed in the Report, below are mentioned some of the measures taken to improve the position of women in the economic sphere and within the family:**

1. Improving the economic position of women and the family, through:

(a) Policy of transferring the right of receival of the economic aid, exclusively by women. With DCM Nr.375, dated 11:06. 2014 "On some additions and amendments to the Decision no. 904 ", the right of receival the economic aid by the wife is provided, based on an assessment of the situation and the numerous examples brought out of practice, which testify a mismanagement of the economic aid when received only from the husband.

(b) Specific measures to support women entrepreneurs. DCM Nr.339, dated 19.06.2014 has approved the "Action Plan to support women entrepreneurs (2014-2020)", while with DCM Nr.592 10.09.2014 the fund to support women

entrepreneurs was established, with a value total of 26,500,000 ALL for an implementation period of 4 years. The purpose of this fund is to create facilitation and direct funding for women entrepreneurs from non-bank institutions. The fund covers up to 50 per cent of the interest on the loan.

(c) With the contribution of Ministry of Economy and Entrepreneurship, the Italian Cooperation has enabled the change of the procedures for financing projects for women entrepreneurs by providing bonus for all proposed projects by women entrepreneurs.

(d) Measures to promote women's development initiatives in rural areas. With the approval of Instruction No.4/2014 "On procedures and the management of the programme on agriculture and rural development", in 15 out of 21 defined benefit schemes, it is defined a bonus benefit of 5 points if applicants are women farmers.

2. The application of specific measures for education, vocational training and health care, such as:

(a) Encourage the cultivation and training of young women by offering free training to all young unemployed under the age of 25.

(b) Promote the education and health care for children, through the adoption of Decision no.376, dated 11.06.2014 "On some amendments to the Decision No. 787" in relation with the supplement for education and vaccination beneficiaries in the non-pilot areas, which the measure provides additional economic assistance to enable 100 per cent vaccination and education of children.

3. Progress in gender budgeting. In line with DCM no. 465/2012 on "Gender integration in the medium term budget programme", some positive changes regarding budgeting programmes in eight key ministries are registered.

4. Strengthening measures against gender discrimination and gender-based violence in the family, through:

(a) Focusing on women's groups who suffer multiple discrimination and planning or improving the services needed for them.

(b) Establishment and operation of the electronic system of data collection for handling cases of domestic violence.

(c) Improving the standard of services for victims/survivors of domestic violence. The approval of the Decision no. 839, dated 03.12.2014 "On some amendments to the Decision no. 425, dated 27.06.2012 "On the criteria and documentation necessary for admission of persons in public and private residential institutions of social care", resulted in the removal of some restrictions related to the availability of EPO/PO and acceptance at the National Centre for rehabilitation of victims of domestic violence.

6-7. **INSTAT in its publication "Women and Men in Albania in 2015" reported that the number of abortions during the period 2004 to 2013 was almost halved in absolute values. In 2004 this number was approximately 10.5 thousand while in 2013 it was about 6.6 thousand. During this period the decline rate it has been almost linear from year to year. In addition, it is reported an increase in ratio between birth/abortion from 3.9 in 2004 to 5.4 in 2013.**

In 2014, a total of 5892 abortions is reported, 550 cases less than in 2013. The birth/abortion ratio has reached 5.6: 1, which means that in our country approximately in 5.6 births, 1 abortion is carried. Moreover, the indicator of abortions for every 1,000 live births has declined as well, reaching 177.1 compared with 270.2 which was in 2009.

Analysing data files for abortion, it is noted that abortions by women who live in the city (urban areas) for 2014 comprise 57.5 per cent of the total number of abortions (61.2 per cent in 2013) versus 42.5 per cent of abortions performed by women who live in rural areas.

During the period 2014-2015 the Ministry of Health has completed and approved by the Minister of Health the Order nr.491, dated 17.11.2015 on "clinical practice guidelines for safe abortion" and "The information sheet and Consent of the patient in hospital for surgical abortion and the method of curettage and medical abortion".

In addition, in the new draft strategy for reproductive health is included measures for the reduction of abortions in the country.

8. **By amending the Criminal Code, in 2012 and 2013, Article 130/a on "Domestic Violence" was added, which provides domestic violence as a criminal offense, while the first paragraph of Article 102 which was changed, provides marital rape as a criminal offense.**

- During 2014 they were registered from police 4121 cases of violence and other crimes that occurred in family relations. The materials were referred for follow up to the Prosecution Office for 1699 cases of violence and other crimes that occurred in family relations. For 2422 of the above cases are requested by police "to issue Emergency Order of Protection/Protection Order". During this period, 17 murders occurred in the family, out of which are caused 22 casualties, out of which 10 are women/girls and 6 were a wife.
- In 2014 there is no recorded case of Article 102, paragraph I "... rape between spouses without their consent".
- During 2015, 3866 cases of violence and other crimes that occurred in family relations were registered, or less 255 cases, or 6.1 per cent less than in 2014. The lawsuits treated with "To issue the Emergency Order of Protection/order of Protection", included 2148 cases. The materials have been forward to the Prosecution Office for 1719 cases of violence and other crimes of violence.
- During 2015, 18 murders occurred in the family, with 20 fatalities. In 10 cases the victims were women and in 9 cases the victim was the wife;
- During 2015 there is no recorded case of Article 102, paragraph I "... rape between spouses without their consent."

Taking the above into consideration, the Ministry of Interior, notices that:

- The drafting and follow up of the implementation of various measures for gender equality and prevention, reduction and treatment of cases of domestic violence is conducted.
- There is a continuingly cooperation with other institutions responsible for the prevention of violence and civil society organizations operating in our country.
- There are organized campaigns against domestic violence.

- It is conducted training and capacity building of police structures, which handle cases of domestic violence;
    - In 2014, with the support of the Swedish Project SACP 14 trainings on domestic violence were conducted, in all regions of the country, where 224 police officers were trained.
    - During 2015 two three-day training were organized where 50 police officers were trained.
    - During 2014 the victims of murder were 13 women while in 2015, 11 women.

9. **The fight against trafficking and exploitation of prostitution, it is being intensified, inter alia, by improvement of the legal framework and monitoring of its correct implementation:**

- The Parliamentary Assembly of Albania approved the law no. 150/2015 "On the ratification of the Council of Europe Convention against trafficking in organs". The State Committee is responsible for coordinating the relations among the State and international institutions in the field of combating trafficking in persons, as well as for determining the strategic priorities in this field.
- In 2014 it was signed the agreement "On the establishment of the Authority Responsible for the identification, referral, protection and reintegration of victims/potential victims of trafficking".
- On October 21, 2014, the Memorandum of Understanding between the National Anti-Trafficking Coordinator and ASP was singed for the identification of the cases of forced labour and trafficking aiming working exploitation.
- In July 2015, the Cooperation Agreement between the National Anti-Trafficking Coordinator's Office, State Police and Caritas Albania was signed on "Strengthening of the State structures for protection of victims of trafficking". The purpose of this Agreement is to strengthen the capacity of State police structures and improve the system of protection of victims/potential victims of trafficking.
- In November 2015, a Memorandum of Understanding between the Ministry of Internal Affairs and World Vision was signed, for "Further intensification of actions against trafficking in persons in Albania, with special focus on children and youth".
- In December 2015, a Memorandum on "Creation of a Task Force for analysing integrated dismissed and non-investigated issues of trafficking in persons" was signed. The purpose of this memorandum is to ensure a multi-institutional approach to the detailed review and improve the quality of anti-trafficking actions, carrying out an analysis of the criminal legislation on the issues of human trafficking, and the strengthening of institutional cooperation between the links of the justice system.
- During the reporting period, periodic meetings of the members of the National Referral Mechanism were organized. During the meetings it was discussed about the problems encountered, the institutional involvement and the results

of anti-trafficking, the identification and referral of victims/potential victims of trafficking.

- In addition, the Anti-Trafficking Department of the Ministry of Interior, proposed some amendments to the Criminal Code and the Code of Criminal Procedures, which are drafted as a complete package of changes, based on a wide consultation.
- The Directorate of Anti-Trafficking in cooperation with IOM and with the consultation of a wide anti-trafficking range of actors, are reviewing the Standard Operating Procedures for the identification and referral of victims/potential victims of trafficking.
- Protection and assistance for the victims of trafficking/potential victims of trafficking:
- The Government continues to provide financial assistance for the victims who leave the shelters.
- For 2015, a budget of 2.555 000 million Albanian Lek (ALL) was allocated for the shelter "Another Vision", "Different and Equal" and "Vatra". Moreover, the government has provided financial support for the employment of 12 social workers for the shelter "Vatra" and "Another Vision".
- In December of 2014, the Government provided a donation of 1 million ALL for "Another Vision". This donation enabled the continuation of the services provided by this centre for 2015, especially for children in street situation and the potential victims of trafficking. During 2015, to the Mobile Unit in Elbasan, was allocated a budget of Euro 9.0000 euro coming as a result of the cooperation among Czech Republic with the Regional Council of Elbasan.
- Since 2014, victims of trafficking also receive free health care from the State budget funds. The expenses are covered by the Health Insurance Fund and the victims of trafficking are already equipped with the health card as an economically inactive category.
- In the context of the protection and assistance of the victims of trafficking/potential victims of trafficking, in 2015 the decision for granting free books to children, victims of trafficking, was approved.
- With the support of the International Organization for Migration (IOM), the Action Plan for Social and Economic Reintegration of women and girl victims/potential victims of trafficking 2015-2017, was drafted. This plan aims at providing assistance and re-integration of women and girls victims/potential victims of trafficking through the development and implementation of cross-sectoral policies.
- For 2015, the Ministry of Internal Affairs allocated a special budget of 5.2 million ALL for the Department of Anti-Trafficking for awareness activities regarding trafficking in persons, which was used primarily in community awareness activities.

Increase community awareness on issues of trafficking in persons:

- In June 2014, in collaboration with World Vision and Vodafone, it was launched the National Contact Line 116 006 and the application "Report!

Save". This contact line service is offered free to the public to report suspected cases of trafficking. In addition, the application "Report! Save" can be downloaded for free from the Google Play Store and is available on Android phones. Currently speaking, the Directorate of Anti-Trafficking in cooperation with World Vision are working for this application to be made accessible even to Apple mobiles.

- During the reporting period, the Anti-Trafficking Department, in cooperation with the Regional Anti-Trafficking Committees, continued with regular meetings aiming the sensibilization and raise of awareness to high school students and primary 9 years schools in 12 counties.
- The Directorate of Anti-Trafficking, during the summer period (June-September 2015) launched a national campaign for the prevention of trafficking, were State and non-State institutions, national and international partners, participated in organizing awareness activities, in discussion forums, at local and national conferences, in marches and TV shows.
- In the framework of the European Day of Anti-Trafficking (October 18), the Directorate of Anti-Trafficking in cooperation with the partner organizations and institutions, in 2014 organized the "Week of Anti-Trafficking" and in 2015 organized during October the "Month for Combating Trafficking in Persons". In 12 counties of the country, there were conducted sensibilization and awareness activities to prevent trafficking in persons.

Regional and International Cooperation:

The regional and international cooperation has acquired a new dimension with meetings with the counterparts in Montenegro, Kosovo, Macedonia, Italy, Germany, etc. to intensify efforts to combat trafficking in persons.

On December 4, 2014 in London, it was signed a Memorandum of Understanding between the United Kingdom and the Ministry of Internal Affairs of the Republic of Albania on the "identification, referral and assisted return of victims and potential victims of trafficking".

On December 8, 2014, it was signed the Additional Protocol with the Republic of Montenegro "To intensify cooperation in combating trafficking in persons, to improve identification, referral and assisted return of victims/potential victims of trafficking".

10. **Regarding the participation in the political and public life, the current representation of women in the Albanian Parliament is 22.9 per cent (32 women out of 140 MP in total). The changes in the Electoral Code that were made within the local elections of 2015, included a quota of 50 per cent representation of each gender on the lists of candidates for members in the Municipal Council. The implementation of this measure in practice resulted in the representation of women in the municipal councils as a counsellor at 34.6 per cent (from 12 per cent in the 2011 local elections), while 9 women (14.7 per cent) were elected as mayor from 61 in total.**

The data on the representation of women in public decision-making

*Women in the judicial system:*

Referring to INSTAT (Women and Men 2015), women throughout the judicial system constitute 37 per cent.

Diplomatic Representation: 24 per cent of Albanian Ambassadors and 59 per cent of Albania's First Secretaries in embassies around the world are women.

State Police for the first time, in December 2015, elected as head of station (of Librazhd) a woman.

*Academic staff at universities by gender*

In Albania 31 per cent of the professors with the title "professor" are women against 69 per cent men. 51 per cent of the professors with PhDs title are women against 49 per cent men. 62 per cent of lectures and professors are women against 38 per cent men. Although we amount more women than men with PHD title, still men dominate the educational system in Albania with 12 men rectors against only one woman (INSTAT 2015).

*Private sector*

In 2014, 28.5 per cent of owners and managers of private enterprises were women.

Law No. 108/2014 "On State Police" (Article 38), lays down the criteria for admission to the Police Academy, which provide the opportunity to all citizens to compete equally for admission to the State Police, regardless of gender etc.

Currently speaking, in the State Police are serving as police officer 1460 women, or about 13 per cent of the total number of police officers.

In order to increase the number of women/girls in operational roles or functions, a working group was established with the support of whom, the designation of three police officers in operational management positions was made possible. This project was made possible with the help and financial support of PAMECA, ICITAP of UN-Women.

11. **In the spirit of implementing the "National Plan for zero abandonment 2009-2013", priority is given to the education of pupils of compulsory school among of young disadvantaged groups while supporting the women of these groups. Starting from 2010, MAS created a database of the education of Roma pupils, Egyptians, pupils with disabilities, data for genders, their location and type of disability, in order to take concrete measures to respond to the quality of their education.**

Access to education:

**Pupils (in thousands):**

| | *2010-2011* | | *2012-2013* | | *2013-2014* | | *2014-2015* | |
|---|---|---|---|---|---|---|---|---|
| *Programme* | *Men* | *Women* | *Men* | *Women* | *Men* | *Women* | *Men* | *Women* |
| Secondary education/high schools | 54 | 46 | 54 | 46 | 52.5 | 47.5 | 55 | 45 |
| Compulsory education (9 years) | 52 | 48 | 52 | 48 | 52.7 | 47.3 | 53 | 47 |
| Preschool education | 53 | 47 | 53 | 47 | 52.6 | 47.4 | 52.4 | 47.6 |

**In preschool education (3-5 years)** starting from the 2010-2011 academic year till 2013-2014, the percentage of girls is 47.1 per cent in kinder-gardens and their registration for 2014-2015 is 47.6 per cent (increase of 0.5 per cent).

**In the compulsory education (9-year cycle)** starting from the 2010-2011 academic year till 2013-2014, the percentage of girls in compulsory education was 47.7 per cent and their registration for 2014-2015 is 47 per cent.

**In secondary education** starting from the academic year 2010-2011 till 2013-2014, the percentage of girls is 46.5 per cent and their registration for 2014-2015 is 45 per cent.

In the pre-university system (preschool, primary and secondary education) for minorities we note that 0.2 per cent of all students in the country are originated from minorities where the following: 0.1 per cent of all students in the country are women from minorities and 0.2 per cent of all female students in the country are minority women.

In the higher education, at various faculties, the female-male ratio is different. In the 2014-2015 academic year, 68.1 per cent of graduates are women. Women make up 82.2 per cent of students in the fields of education, health 80.8 per cent and 76.1 per cent in humanities and arts. In the 2014-2015 academic year, in the higher education, in full-time, cycle I (bachelor) 67 per cent of graduates are female, while in cycle II (professional and scientific master) 69.2 per cent of graduates are women. With professional master, have graduated 2462 women, or 67.6 per cent of the total graduates, while in scientific master, 3247 women have graduated, or 76.4 per cent of the total number.

The tables below present statistical data on dropout of students in the compulsory 9-year education for 2014-2015, in total, and of women in particular:

**Dropout of pupils in the compulsory 9-year education 2014-2015:**

| *Dropout of pupils* | | *Pupils in national level* | | *Percentage of dropout* | |
|---|---|---|---|---|---|
| *Total* | *Women* | *Total* | *Women* | *Total* | *Women* |
| 2 071 | 950 | 363 387 | 178 821 | 0.57 | 0.53 |

**Dropout at the Secondary Education 2014-2015:**

| *Dropout without reasoning* | *Pupils in national level* | *Percentage of dropout* |
|---|---|---|
| 2 759 | 118 053 | 2.3 |

Referring to the figures above, we notice that there is a greater percentage of the dropout in total from pupils/students in secondary education, which is 2.3 per cent compared to the percentage of the dropout in the total number of pupils in compulsory education which is 0.57 per cent (women 0.53 per cent).

The Memorandum of Understanding that was signed on April 20, 2015, between the Institute of Educational Development and UNFPA, institutionalizes the involvement and implementation of comprehensive sexual education in university education level. Health education curriculum "For life skills and sex education" included an inclusive approach in many ways for the elementary schools and secondary

education, including sex education issues. Also, the curriculum of the course "Training for Life" for the classes of 10-12, address issues related to gender education, including measures for the prevention and treatment of HIV/AIDS, etc.

In the context of a comprehensive sex education process in schools, 60 teachers of biology, civics and physical education from all over Albania were trained on the methods of learning life skills and sex education.

In the case of "physical education, sports and health", they include topics dealing with issues of sexual reproductive health and HIV/AIDS.

In cooperation with the United Nations Fund for the Population and the International Federation of the Planned Parenthood (IPPF), the "Comprehensive Sexual Education" is introduced in schools through programmes implemented so far in the districts of Tirana, Vlora and Shkodra.

12. **Labour Code establishes some important elements of EU acquis, dealing with occupational safety and health of employees, prohibition of discrimination, labour relations, as well as the special protection of women.**

Changes in the Labour Code provide:

- Other causes for which discrimination is prohibited in employment and vocational training, such as "sexual orientation" or "living with HIV/AIDS". The burden of the matter is left to the employers, in order to be forced to take all necessary measures to respect the principle of non-discrimination.
- A more precise and inclusive definition of "sexual harassment". The burden of the matter is left to the person who allegedly committed sexual harassment in order to strengthen measures to prevent cases of sexual harassment in the workplace.
- The obligation of the employer to ensure appropriate conditions for the work of a pregnant women or those who are breast-feeding, if they return to work after 63 days from maternal leave. In agreement with the employer, the woman who has decided to return to work after 63 days of maternal leave benefits a paid break of 2 hours within the normal duration of work or reduced duration of work with 2 hours, with the same salary as she had during the normal duration of the working day.
- Additional safeguards to ensure women return to work after the maternity leave.
- Non-Discrimination in remuneration for all and not just for men and women.

13. **Regarding equality in pay, Article 115 of the Labour Code is amended as follows: "The employer provides equal wage for equal work or equal value of work, without discrimination.**

Under paragraph 2 of Article 9, "discrimination" means any distinction, exclusion, restriction or preference based on gender, etc., with the purpose or effect of hindering or making impossible the exercise in the same way as others of the right to employment and occupation.

2. The direct and indirect discrimination is prohibited according to paragraph 2 of Article 9, with respect to all aspects and conditions of pay for the same work or work of equal value. Equal wage without discrimination means:

(a) the wage for the same work should be calculated on the basis of the same unit of measurement;

(b) the wage for work measured with time should be the same for the same job.

3. For the purposes of this article, wage means the ordinary basic salary or minimum wage or every other payment, either in money or in kind, which the worker receives directly or indirectly by the employer of his/her, for his/her performance.

4. Equal work or work of equal value, is based on all relevant criteria, especially in the nature of work, its quantity and quality, working conditions, vocational training and seniority, physical and intellectual initiatives, experiences and responsibilities.

5. Discrimination is eliminated when the employer grants the discriminated employee a wage that includes all the advantages enjoyed by other employees in a comparable situation.

Regarding the cases of unequal treatment in the private sector, the inspectors of the inspectorates for labour, carry out controls and in case of identification of such cases, they impose penalties to the employers who violate the law.

Within the National Strategy for Employment and Skills 2014-2020, till 2020, among others, a review of the curriculum/programmes will take place; Evaluation of existing teaching materials, including their contents related to gender equality and the existence of gender stereotypes, as well as accessibility for people with disabilities;

In this context, it was organized in Tirana in November 2015 the I-st Conference "Women in atypical occupations", organized with representatives of all the Albanian technical schools and institutions in line, where the following were identified:

(a) Further qualification of teachers and directors of schools in teaching and learning for promoting gender equality and creating a school climate sensitive to gender equality issues in technical schools.

(b) Qualifications and support in the field of raising awareness of parents, companies, students from the IT sector as an option for the formation of girls.

(c) Avoidance of barriers to the access of girls in schools of IT because of inadequate dormitories: Advising regarding guidelines etc.

State Police continues to protect police officers from all forms of sexual harassment and abuse with the authority of the State. For this purpose with the Order of Director of State Police no. 96, dated 10.02.2015, was approved an internal policy on "Treatment of cases of harassment and sexual harassment in the State Police". For the acquaintance and its application in practice, trainings were developed with police officers in the 12 Local Police Departments.

14. **Family Planning Centres are integrated in health centres in urban and rural primary health-care centres, as well in maternities. All centres are supplied with and offer free of charge, several types of modern contraceptives. They are equipped with trained personnel for the provision of modern contraceptive methods and provide information on family planning and**

**counselling. Family planning services, counselling and modern contraceptive methods in primary health-care system continues to be provided at no charge to every woman, living in villages or towns.**

One of the priorities of the MoH to successfully implement the Family Planning national programme, is to increase not only the geographical access to these services, but also their quality.

The package of Primary Healthcare Services, which was revised and approved by Council of Ministers' decision no. 101, dated 04.02.2015, clearly defines that services of family planning, counselling and contraceptives must be fully integrated into the services of reproductive health, what services should be provided by health centres' staff. In this context, including the system of referral services and what services to be delivered in the community, the standards which the services should have in accordance with clinical practice guidelines prepared by the departments of family medicine, what equipment, medications and medical reports should be kept in such centres etc.

During 2014 it was conducted the second review of the Strategy of National Contraceptive Security 2012-2016 which, inter alia, stipulated that after 2015 the entire population, and not only those in need, to be provided free contraceptives. That provision is not yet implemented due to budgetary restrictions. In September 2015 a working group designated by the Minister of Health began its work on revising the new health strategy for the years 2016-2020, where the reproductive health and family planning are among the priorities.

Regarding HIV cases in Albania, our national statistic provides that until November 2015, there were 870 cases of infection, while the number of children affected by this virus was 40. Transmission from mother to child has been found in 31 cases. Only 6 cases had received HIV through blood transfusion or its derivatives, while in three cases is not determined the route of transmission. 7 of the infected children have died from AIDS.

Referring to the recent period 2012-2015, we identified 13 cases of vertical transmission from mother to child. Based on the child's birth date and the date of diagnosis, we can say that in the years 2012-2015, were identified 9 HIV positive pregnant women, who were diagnosed only after the birth of their babies.

None of these mothers had been tested during pregnancy. The reason for testing was the baby's health problems in 6 cases, in 6 other cases the reason of the test was epidemiological tracking, and in one case was an abandoned baby, subject to examination for documentation purposes.

Apart from the above cases, there were reported 6 cases of women that knew in advance their positive status in HIV, however learning afterwards that they were pregnant (one case in 2012, two in 2013, one case in 2014, and 2 cases in 2015). Five of them have received therapy in advance and in one case ARV therapy began in the fifth month of pregnancy. The actual number of children receiving ART therapy is 16; the rest of children are receiving it as adults.

MoH approved at the beginning of 2015 the strategy and guidelines for screening of pregnant women for some infectious agents, including HIV testing. According to this strategy pregnant women are offered screening for HIV infection, in order to

make it possible to reduce the risk of transmission of the virus from mother to child, and to protect women's health.

For the first time, in 2015, a pregnant woman was diagnosed as HIV positive during the 37th week of her pregnancy. That triggered the reaction from MoH to develop by the end of 2015, the guidelines for managing the cases of pregnant women positive with HIV.

15. **Social and economic benefits**

The Albanian Government has undertaken three major reforms: a) reform of economic assistance, which is being piloted in three regions of the country, b) reform of the system of evaluation of disabilities (both reforms are undertaken within the framework of implementing the joint project with the World Bank "Modernization of Social Assistance in Albania", as well c) reform of social services.

After the adoption of the legal framework and the completion of the digitalization of the financial assistance scheme (establishment of national electronic registry), since June 2014, is being piloted a new scheme of financial assistance to three pilot districts of Tirana, Durres and Elbasan, which cover about 40 per cent of the total population of Albania.

This new scheme has made possible the application to be subject of a more efficient and transparent process. Some excluding criteria are removed, application procedures are simplified and applicants' data are being verified with other institutions through the Management Information System.

Economic aid is received/handled by the wife of the head of family, in order to stimulate a better administration of these funds. Likewise, there are some additional provisions that enable a better administration of these funds when the head of family is a woman. According to statistical data for the period September-October 2015, economic aid is received by 9253 families headed by women; of which 86 victims of domestic violence and 9 victims of trafficking.

Since 2014 women who receive social care services in public centres, are given 3,000 Albanian Lek (about 25 USD) per month for personal expenses. 334 women are beneficiaries of social services in public social care centres, while at non-public social care centres, there are 1818 women beneficiaries.

Since 2014 there are organized series of awareness raising campaign with citizens on social services reform, also there are distributed many informative brochures.

16. **Older women**

In July 2014 there were adopted some amendments to the Law No.7703/11.05.1993 "On Social Insurance", whereas for the first time it was provided that all senior citizens over age 70 years, resident in Albania during the last 5 years, and who do not meet the necessary criteria for obtaining a regular pension, will receive a social pension.

According to the data in 2015, a social pension have benefited 1628 older women out of 1811 persons in total; public social care were provided to 142 old women out of 473 persons in total, while at non-public centres such services were provided to 95 old women out of 269 persons in total.

17. **The official data and studies on the situation of Roma/Egyptian women and girls are being developed only during recent years. According to the 2011 census, the Roma population counts 8301 persons, the Egyptians population 3368 persons — less than 0.5 per cent of the total of 2.8 million inhabitants of the country.**

Early marriages and early parenting are very common in these two communities. At 20 years, 60 per cent of Roma women are married and 43 per cent of girls aged 18 have given birth to a child. Very early motherhood (between 13-17 years) affects 34 per cent of Roma and 13 per cent of Egyptian adolescents (2.5 per cent national).

Specific laws on gender equality and eliminating domestic violence are in place. National Strategy on Gender Equality and Reduction of gender-based violence and domestic violence, are important documents for the promotion of gender equality and ending domestic violence among women and girls part of the Roma and Egyptian communities. Besides that, it was adopted and being implementing an Action Plan for Roma and Egyptian, which identifies concrete measures regarding civilian registration, access to the justice system, education and the promotion of intercultural dialogue, employment, education and training, health care. It also includes areas of housing and social care, aiming to improve integration of Roma/Egyptians communities, especially women and girls in such communities.

Pursuant to Law No. 9669 dated 18.12.2006 "On measures against domestic violence", it is set up a national electronic system for cases of domestic violence, where one of its components, is the data collected for cases of domestic violence for Roma and Egyptian population. The National Centre for Treatment of Victims of Domestic Violence since the beginning of 2011 is providing its services to women and girls of the Roma and Egyptian communities.

Throughout these recent years, commitments are made to increase the level of education, vocational trainings and employment opportunities for Roma and Egyptian population.

On the occasion of International Roma Day, on 8 April 2015, the Ministry of Social Welfare and Youth has organized a workshop with the participation of women from Roma and Egyptian communities from several cities in Albania. This workshop aimed at boosting the scale of involvement of Roma/Egyptian communities in the civil society and in decision-making processes in our country.

In partnership with UNDP, through the project "Supporting the social inclusion of Roma and Egyptian communities", has supported some young Roma and Egyptian women in running their small businesses.

For 2015, there have being identified many various associations of Roma and Egyptian communities, committed to empowering the Roma and Egyptian women through self-employment and vocational training.

During last years, 7 trainings were conducted with the participation of over 140 women throughout the country, dealing with such issues as the right to vote, family voting, etc. There have been many cases where representatives of Roma/Egyptian communities have run for elections of local council members, thus showing their intention for a stronger participation and social inclusion to the Albanian society. This lobbying has brought some successful cases, such as employment in local and central State institutions.

Regarding the Roma and Egyptian education, the Ministry of Education and Sports (MES) allows registration of Roma children in school without a birth certificate and support projects for free of charge distribution of textbooks and scholarships for children whose parents are unemployed, intended for Roma children at all levels of education. Starting from the 2011-2012 school year, Roma children in compulsory education are receiving free textbooks. Starting from the current academic year 2015-2016, free textbooks are distributed also to the Egyptian children.

For the 2015-2016 academic year free textbooks are distributed for approximately:

- 3205 Roma children
- 4673 Egyptian children

Existing legal and regulatory framework gives preferentiality to the education of children from Roma and Egyptian communities. Law No. 69/29.06.2012, "On Education" aims at ensuring the constitutional right to education for all. MES is working on:

(A) Fight against models of discriminating behaviour in schools;

(B) Duly implementation of national legislation. Regional Education Directorates are instructed and checked on creating facilities for the Roma/Egyptians community enrolment in schools and for equal treatment of these children.

According to Decision no. 911, dated 11.11.2015 of the Council of Ministers "On the financial quotas of food canteens and dormitories, State scholarships and payments of pupils and students in public educational institutions for the academic year 2015-2016", all Roma and Egyptian students are entitled to receive scholarships. Further, by DCM. 680, dated 07.29.2015 was approved a pilot project "On measures to promote learning, attendance and progress of Roma and Egyptian students at school" Naim Frasheri", in Korca town for the academic year 2015-2016".

MES has taken the necessary measures to address the difficulties faced by Roma children in the education system at all levels, by including effective representatives of Roma communities in all phases of the preparation of educational programmes. There are ongoing projects on differentiated/additional teaching of students coming by Roma community with modules prepared by the Institute of Education Development-MES. Also, there are organized trainings in schools with parents of Roma children, to help them to learn Albanian.

With a view to improving the qualifications of teachers in terms of high sensitivity issues such as ethnic diversity, within the "Programme for the integration of Roma history and culture" in the curriculum there have been some improvements in the "preparation of trainers in education".

In cooperation with the local government, one successful approach is identified as to organize additional/reinforcement classes to curb dropout of Roma children.

Improved system of collecting statistical data is in place and it could clearly identify all the students who dropout from school and come from the Roma and Egyptian communities, as well areas where a second chance for them could be provided. In addition to this, a clear documentation is designed for students attending any form of education, with a view to facilitate their integration in schools.

The following give you full statistics for Roma children in pre-university educational system from 2009 to 2015:

| *Academic year* | *Preschool* | *Compulsory* | *High school* | *Total* |
|---|---|---|---|---|
| 2009-2010 | 681 | 2 866 | 29 | 3 576 |
| 2010-2011 | 516 | 2 888 | 94 | 3 498 |
| 2011-2012 | 560 | 3 435 | 113 | 4 108 |
| 2012-2013 | 664 | 3 231 | 200 | 4 095 |
| 2013-2014 | 619 | 3 370 | 176 | 4 165 |
| 2014-2015 | 921 | 4 437 | 422 | 5 780 |

During the academic year 2015-2016:

In public compulsory education were registered:

- 322,367 students, out of which, 152 254 or 47 per cent are girls;
- 5766 Roma, out of which, 2565 or 44 per cent are Roma girls.

In public high school education were registered:

- 105 860 full-time students, out of which, 50 691 or 47 per cent are girls;
- 558 Roma students, out of which, 212 or 37 per cent are Roma girls.

The number of Roma students attending high schools still remains unsatisfactory. The policy area "Education and promotion of intercultural dialogue" under the National Action Plan for Integration of Roma and Egyptian 2015-2020, contains the strategic framework of providing quality and inclusive education for Roma and Egyptians children and to promote intercultural dialogue.

*University education*:

According to the Decision of the Council of Ministers no. 517, dated 1.08.2015 "On admission fees and tuition fees at public institutions of higher education in the first cycle of studies, full-time and integrated programmes of the second cycle, for the year academic 2015-2016", Roma and Egyptians students are exempt from the annual tuition fee. For the 2015-2016 academic year, they are allocated 65 quota for Roma students and 20 for Egyptian students.

*Post University education*:

During current academic year there is an increase of 33 per cent of admission quotas allocated to Roma and Egyptians candidates, who also receive 100 per cent fee reduction for the first cycle of studies and 50 per cent for the second cycle.

18. **Women in detention facilities are kept and treated until the assessment and assignment of security measures by the court.**

The detained women or girls to whom the court authorities have decided to issue as a precautionary measure "arrest in prison", are transferred in the institutions of the General Directorate of Prisons.

During the treatment in facilities and security rooms in police stations this category of persons is entitled to all the rights provided by law.

Rules and procedures for keeping, treating and securing the arrested/detained in the police units are defined in the Manual of Rules and Standard Procedures for treating and securing the arrested/detained persons in the police units that, inter alia, provides for women/girls to:

- stay in separate rooms and separate from the adults/men and children,
- receive additional tools/materials for maintaining personal hygiene and for cleaning of the premises (washing detergents, soap, paper towels, etc.)
- keep and use of such items as toothpaste, toothbrush, paper and pencil to write.
- perform all actions with the arrested/detained in the presence of a female police officer.

By order no. 679 dated 07.05.2014 by General Directorate Police, there were inserted some amendments to the Manual on rules and standard procedures for treating and securing the arrested/detained in the police units, where it is provided for women/girls some additional benefits including:

- Breastfeeding mothers have the right to perform breastfeeding of their children while they are detained/arrested, according to the procedures adopted for this purpose.
- Recognition of the right to arrested/detained persons, including women by a final decision of imprisonment, to meet their family and their relatives up to the transfer to the penitentiary institution.
- Recognition of the right to arrested/detained persons, including women, with impaired vision to keep optical glasses while in the security rooms.

The meetings of family members with the arrested/detained women with children, who are not breastfeeding, during the stay in the premises of the police, are realized with the authorization of the prosecutor of the case.

During 2015 in the premises of the security rooms are kept and treated 325 women/girls.

19. **Currently we are in process of drafting the National Action Plan for Disabled Persons 2016-2020, in accordance with the principles defined by the UN Convention, taking into account the identified needs of specific categories, such as children and women with disabilities.**

The Framework Law Nr.93/2014 "On the inclusion and accessibility for people with disabilities", uphold the principles of non-discrimination, participation, equality (including gender equality), which ensure that persons with disabilities have equal opportunities.

The National Council on Disability, the highest policy advisory body, applies as one of the criteria for selection of its members from the civil society, the inclusion of different categories of disability, age and gender.

In addition, we have undertaken the following legal framework improvements:

DCM no. 708 dated 26.08.2015 "On types, frequency and manner of reporting of statistical data on disability from State structures at central and local level", aiming

at collecting data for such category of persons and improving their access to such institutions.

DCM. 1074, dated 12.23.2015 "On measures to remove the environmental and infrastructure constraints in providing public services", aiming to enable access to housing, transport, health, social care, education, employment and services for creating a barrier-free and inclusive environment.

According to a recent study, conducted jointly by the Ministry of Social Welfare and Youth, INSTAT and UNDP, the total number of people with disabilities, over 15 years old, is about 137,435 people from 75,239 people with disabilities are women, who have a type of disability, face barriers of various kinds and most of them have no proper education.

This study served for the purpose of identifying the nature of the problems related to the environment, communications, providing better services and perceptions in society.

Regarding measures for employment and vocational training, the Strategy for Employment and Trainings 2014-2020, provides measures for vulnerable groups. Also, DCM No. 27, dated 11:01.2012 "On employment promotion programme for women of special groups", as amended by DCM. 189, dated 04.02.2014, includes special incentives in particular for female job seekers with disabilities.

Also, women in need are benefiting from social protection program, which includes economic assistance.

Victims of domestic violence (women, elderly, persons with disabilities, etc.) during the duration of the protection order or of the order of emergency protection, which are not treated in institutions of social care, receive economic aid of 3000 ALL per month.

Women/girls with disabilities, who are detained or prisoned are treated in respect of their fundamental rights and freedoms, without any discrimination and measures are taken to prevent any act of gender-based violence. In cases of violence against women and minors, are taken into account their gender-specific needs (see no.18 for more detailed information).

Regarding the inclusion in public life, we could bring an excellent example. Currently as a deputy Minister of Social Welfare and Youth, is appointed a woman with disabilities. The current legal framework contains several provisions for promoting and enabling the participation of disabled individuals to the public life.

The Ministry of Urban Development is coordinating the efforts at the national and local government levels, to enable allocation of social housing for groups with low and middle income, and especially for vulnerable people, including people with disabilities.

20. **Regarding the education of women and girls who live in isolation because of the feud, during the 2014-2015 academic year, 16 isolated children attended compulsory education: 13 children in Shkodra and 3 in Malesi e Madhe, of whom 5 were girls.**

During the 2015-2016 academic year, education is provided to 5 isolated children in Shkodra, of whom 2 are girls.

The Ministry of Education and Sports will intensify its efforts to improve the educational situation of marginalized groups, by increasing access to education, promoting long-term education and training, especially for women and girls.

21. **The asylum seeker after applying for asylum to the competent authorities at the border or within the territory of the Republic of Albania is accommodated in the National Reception Centre for Asylum Seekers, where he has the right to stay until the end of all procedures for determining the refugee status. Immediately after the accommodation in the National Reception Centre for asylum seekers, he fulfils the Application Form for a residence permit and this application is forwarded to the relevant structures of the Ministry of Internal Affairs.**

All asylum seekers during the procedures where he is monitored by the authority responsible for determining his status, has the right to an interpreter if he does not possess the language in which the proceedings are being proceeded. In addition, asylum seekers, refugees and displaced persons have the right of contact with the Office of the High Commissioner for Refugees of the United Nations (UNHCR). UNHCR representatives have the right to meet with any asylum seeker, refugee or protected person, in the territory of the Republic of Albania.

During the stay of the asylum seekers in the premises of the National Reception Centre for Asylum Seekers, he is facilitated in means of communication with all the relevant structures which he would like to address to, given the fact that in the structure of the centre exist the position of the Specialist (Translator). In the cases with difficulties in communication, a translator speaking his language is provided to him.

Following the request for application of the asylum seeker, he is obliged to give all the necessary information that is required. During this procedure, the asylum seekers is provided with a legal representative who is a specialist at refugee issues, and who follows all the steps of the subsequent procedures. During this procedure, the employees of the Asylum Support Sector and the Psychologist of the centre provide their assistance in relation with this procedure.

After filling the application for asylum, within a period no later than 21 days, the asylum seeker has the right to be heard by the appropriate authority for all his statements given during the application. Usually, a female asylum seeker is heard and questioned by female officers. Also, the hearing may be attended by a representative of UNHCR. Furthermore, during the hearing procedure employees of the Asylum Support Sector (QKPA's structure), and especially the psychologist of the centre, gives his assistance in relation with this procedure.

The responsible authority within 30 days of the hearing sends to the asylum seekers and UNHCR a copy of the decision, but, in any case, not later than 5 days from the date of the decision. All decisions on the allocation, revocation, termination or revoking refugee status, the refugees may appeal to the competent court for administrative matters, in accordance with the legislation in force.

# Annex

## Training

| *No* | *Dates* | *Subject* | *Participants in total*[1] |
|---|---|---|---|
| 1. | 16-17 January 2014 | Family issues of external nature.<br>• Domestic legal framework and conventional standards in line with the Hague Conventions<br>• Marriage of external nature<br>• The annulment of marriage<br>• Divorce<br>• Property rights<br>• Adoptions<br>• Parental rights<br>• Custody | 18 |
| 2. | 8 February 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]:<br>• Acts against the person and crimes against life.<br>• Criminal acts affecting free elections and the democratic election system. | 42 |
| 3. | 10-11 February 2014 | The principle of the best interest of the child and its application in judicial jurisprudence.<br>• International and conventional standards.<br>• The role of parents in determining the best interest of the child.<br>• The role of psychological assessment.<br>• Determine the best interest of the child in cases of divorce.<br>• Property rights and parental responsibilities in view of the interest of the child<br>• Exercise of Parental Responsibility and the role of the court in the guiding the exercise of this responsibility.<br>The right to family life under Article 8 and 12 of the ECHR. | 21 |

[1] Judges, prosecutors, judicial police officers, candidates for magistrate etc.

| No | Dates | Subject | Participants in total[1] |
|---|---|---|---|
| | | • The meaning of "private life" versus "family life". | |
| | | • The case law of the ECtHR. | |
| | | Problems of the Albanian judicial jurisprudence. | |
| 4. | 15 February 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]: | 72 |
| | | • Acts against the person and crimes against life. | |
| | | • Criminal acts affecting free elections and the democratic election system. | |
| 5. | 22 February 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]: | 48 |
| | | • Acts against the person and crimes against life. | |
| | | • Criminal acts affecting free elections and the democratic election system. | |
| 6. | 1 March 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]: | 12 |
| | | • Acts against the person and crimes against life. | |
| | | • Criminal acts affecting free elections and the democratic election system. | |
| 7. | 5-6 March 2014 | Jurisdiction of Albanian courts regarding issues of external nature. | 16 |
| | | • Conventions and Albanian legislation in the field of international private law | |
| | | • Understanding the connector elements and their interpretation | |
| | | • Conflicts in contractual relations | |
| | | • Conflicts in hereditary issues | |
| 8. | 21 March 2014 | Access of the victims of trafficking in the criminal process. | 17 |
| | | • Legal representation of victims of trafficking. Comparative overview of the domestic legal framework and the international standards. | |
| | | Compensation of victims of trafficking, the State scheme for compensation and the rehabilitation of the victims of trafficking. | |
| 9. | 26-27 March 2014 | ECHR [Article 8.9, 11, 12, 13 and 14]. | 20 |

| *No* | *Dates* | *Subject* | *Participants in total*[1] |
|---|---|---|---|
| 10. | 29 March 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]:<br>• Acts against the person and crimes against life.<br>• Criminal acts affecting free elections and the democratic election system. | 25 |
| 11. | 5 April 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]:<br>• Acts against the person and crimes against life.<br>• Criminal acts affecting free elections and the democratic election system. | 26 |
| 12. | 12 April 2014 | Changes to the Criminal Code [with the law 23/2012 and Law 144/2013]:<br>• Acts against the person and crimes against life.<br>• Criminal acts affecting free elections and the democratic election system. | 13 |
| 13. | 15 April 2014 | Law on discrimination. | No data available |
| 14. | 26 May 2014 | Internal trafficking of human beings and it's differentiation from other similar offenses. | 9 |
| 15. | 26 May 2014 | Internal trafficking of human beings and it's differentiation from other similar offenses. | 6 |
| 16. | 27 May 2014 | Internal trafficking of human beings and it's differentiation from other similar offenses. | 13 |
| 17. | 12-13 June 2014 | The role of the Hague Conventions in matters of international private law.<br>• The role of the competent authorities according to the conventions and the cooperation with the judiciary.<br>• The Convention for the delivery of judicial and extrajudicial acts in civil and commercial matters (the forms provided by the Convention). | 17 |
| 18. | 2 December 2014 | International standards on the treatment and prevention of re-victimization. Psychological and physical impact on victims. | 10 |
| 19. | 3 December 2014 | International standards on the treatment and prevention of re-victimization. Psychological and physical impact on victims. | 19 |

| *No* | *Dates* | *Subject* | *Participants in total*[1] |
|---|---|---|---|
| 20. | 2-3 March 2015 | The principle of the best interest of the child and its application in judicial jurisprudence<br>• International and conventional standards.<br>• The role of parents in determining the best interest of the child<br>• The role of psychological assessment.<br>• Determine the best interest of the child in cases of divorce<br>• Property rights and parental responsibilities in view of the interest of the child<br>• Exercise of Parental Responsibility and the role of the court in the guiding the exercise of this responsibility.<br>The right to family life under Article 8 and 12 of the ECHR.<br>• The meaning of "private life" versus "family life".<br>• The case law of the ECtHR.<br>• Problems of the Albanian judicial jurisprudence. | 18 |
| 21. | 10 March 2015 | Assistance to victims in penal cases. The rights and services for the victims. | 15 |
| 22. | 12 March 2015 | Assistance to victims in penal cases. The rights and services for the victims. | |
| 23. | 27 March 2015 | The innovation which was brought by the new law on amendments and additions to the Criminal Code.<br>• Understanding and interpretation of the new revised rules, according to various groups of acts, for the fair and effective implementation of them.<br>The meaning, interpretation and application of the provisions of the new Code of Criminal Procedure as amended. | 10 |
| 24. | 24 April 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 29 |
| 25. | 14-15 May 2015 | Problems of judicial jurisprudence related to the institute's custody.<br>• Custody of minors and persons with disabilities. | 17 |

| *No* | *Dates* | *Subject* | *Participants in total*[1] |
|---|---|---|---|
| | | • Legal procedures on the exercise of judicial custody.<br>• The parent who exercises the custody and the child's relationship with the other parent acting as a holder of parental responsibility. | |
| 26. | 26-27 May 2015 | Adoption of children and problems of judicial jurisprudence in the process of adoption. The Institute of motherhood and fatherhood in the view of the Albanian judicial jurisprudence and the ECHR. | 21 |
| 27. | 8 June 2015 | Hague Conventions in the area of international private law and their role in the system of private law in Albania.<br>• Authorities.<br>• Cooperation.<br>• Problems according the relevant stakeholders in their implementation.<br>• Hague Conventions on the jurisprudence of the ECtHR | 22 |
| 28. | 22 June 2015 | Hague Conventions in the area of international private law and their role in the system of private law in Albania.<br>• Authorities.<br>• Cooperation.<br>• Problems according the relevant stakeholders in their implementation.<br>• Hague Conventions on the jurisprudence of the ECtHR | 24 |
| 29. | 25-26 June 2015 | Jurisdiction of Albanian courts regarding issues of external nature.<br>• Conventions and Albanian legislation in the field of international private law<br>• Understanding the connector elements and their interpretation<br>• Conflicts in contractual relations<br>• Conflicts in hereditary issues | 29 |

| *No* | *Dates* | *Subject* | *Participants in total*[1] |
|---|---|---|---|
| 30. | 9 December 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 16 |
| 31. | 11 December 2015 | Court protection of women victims/survivors of domestic violence. Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). | 9 |
| 32. | 15 December 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 14 |
| 33. | 16 December 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 13 |
| 34. | 17 December 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 8 |
| 35. | 18 December 2015 | Court protection of women victims/survivors of domestic violence. Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). | 18 |
| 36. | 21 December 2015 | The role of the judiciary in protecting and promoting the standards of gender equality and non-discrimination. The role of the ASM through continuous training programmes, and assessment of the needs in these areas. | 12 |